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THIS IS UNEVALUATED INFORMATION

1. There was always sufficient coal mined for industry in the Soviet Union. There was not, however, sufficient fuel within the price range of the average worker. It was true, and probably still is, that planned quotas for coal mining were not fulfilled, but the fault was with the unrealistic quotas and the inability to meet them. Miners in the Soviet were little more than slaves. They lived under the constant fear of punishment and repressions. They had a poor diet and insufficient clothing. Unless they managed to steal coal, they lived without heat in their crowded apartments and rooms. The following facts contributed to low labor productivity:

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a. Shortage of Labor

This is a subjective concept; actually there were too many workers, but they were not interested enough to be efficient.

b. Labor Turnover

Considerable turnover was an overall problem of the Soviet because workers were always trying to find a better job with less work involved and better working conditions.

c. Disease

A high percentage of disease among miners was due to the fact that sanitary conditions at the mine and home were very poor, coupled with an insufficient amount of food and poor diet.

d. Low Quality of Personnel

Workers were untrained and no incentive was given to learn their trade properly. The Ministry of Labor Reserves had to be created in order to train personnel. However, many young people were forced to take technical training and, as a result, were bitter. Force and threats were even used

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to send young people to engineering and technical colleges. Under such a system there was little incentive or interest in coal mining. The average coal mine employs numerous engineers and technicians, but working in an atmosphere of constant fear of being punished for the smallest mistake, they were little concerned with purely technical problems of production. Rather, they worried over safety rules, ventilation, etc. The engineer knew he would be tried in the event of cave-ins, fires, flooding, etc, and attended to these matters more than to actual production.

2. The working day at all mines was as follows:

<u>Type of Workers</u>	<u>Official Hours</u>	<u>Actual Hours</u>
Miners - cutting machine operators, drill operators, etc.	6	3
Underground Workers	7	8 to 9
Surface Workers	7 to 8	8 to 10
Administrative Workers	7 to 8	12 to 16

Prior to 1932 some mines operated on a six-day work week. After 1932, a continuous, seven-day work week was introduced. The employees worked in shifts and staggered a day off among themselves. The employees did not always get a day off, however, and many were made to work seven days a week. The only official holidays were May 1 - 2 and November 7 - 8. As a rule, office employees got no time off. If they adhered to a "day-off" schedule, they would not have been able to keep up with their work. Despite the attempts to stamp out absenteeism, about five per cent were usually AWOL among all employees. Those on vacation made up eight per cent, those on a day-off, 15% and those on sick leave, 12%, making a total of 40% off. Consequently, only about 60% were engaged in production at a given time.

3. The ratio of non-productive labor was about the same at all mines. It was predetermined by fixed tables of organization and was high because of the very nature of Soviet economy. All mines had large staffs of white-collar employees, the ratio to total employees ranging from 12% to 20%, as compared to four to five per cent under democratic economic systems. The higher number was required in the Soviet in order to handle the extremely bureaucratic system of administration. The whole of Soviet economy is characterized by a vast amount of paper work and a system of checks and double checks. Many white-collar workers put in a 16 hour day as a result. If the economic system were changed, 50% of all office employees could be eliminated and 30% of all surface workers.
4. The organization and supervision of the actual mining was the duty of a technical employee known as "desyatnik". Since the working process in a coal mine is not too complex, the "desyatnik" must also check all safety measures, supervise all tunneling and supporting and the movement of coal carts. Despite the fact that all workers are paid on a piece rate basis, a great deal of supervision of all phases was necessary because of the carelessness of the workers. The percentage of all types of accidents was high despite the strict rules and the heavy responsibility for them that was placed on the engineers and technicians. Fatal accidents were frequent. The high percentage of accidents was due to the following:
- Inexperience of the worker
 - Negligence because of lack of interest
 - Shortage and poor quality of equipment
 - Shortage of material (wood) for support of roofs of tunnels
 - Haphazard working conditions
 - Poor ventilating
 - Lack of good discipline to safety rules
 - Deliberate actions of workers, including engineers and technicians, to put certain sections of a mine out of commission

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